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TEACHER SALARIES: AN OVERVIEW OF SREB STATES

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SREB

Southern Regional Education Board

BY THE YEAR 2000—

Salaries for teachers and faculty will be competitive in the market-place, will reach important benchmarks, and will be linked to performance measures and standards.

Goals for Education
CHALLENGE 2000

Personnel costs account for nearly four of every five dollars spent by public schools. Classroom teacher salaries make up over 44 percent of public school expenditures. SREB states spend more than $21 billion annually on teacher salaries; benefits add an estimated $4 billion to that figure. Because of the magnitude of dollars involved, almost any increase in salary is an expensive proposition. With an average salary of $26,172 in 1988-89 for the estimated 821,500 teachers in the region, nearly $215 million would have been required to raise salaries by one percent. It would have taken $2.8 billion for SREB states to meet the national average salary of $29,567. Within the region, the estimated cost of a one percent increase in teacher salaries ranged from nearly $5 million in West Virginia to over $50 million in Texas. Benefits would increase these figures by about 19 percent.

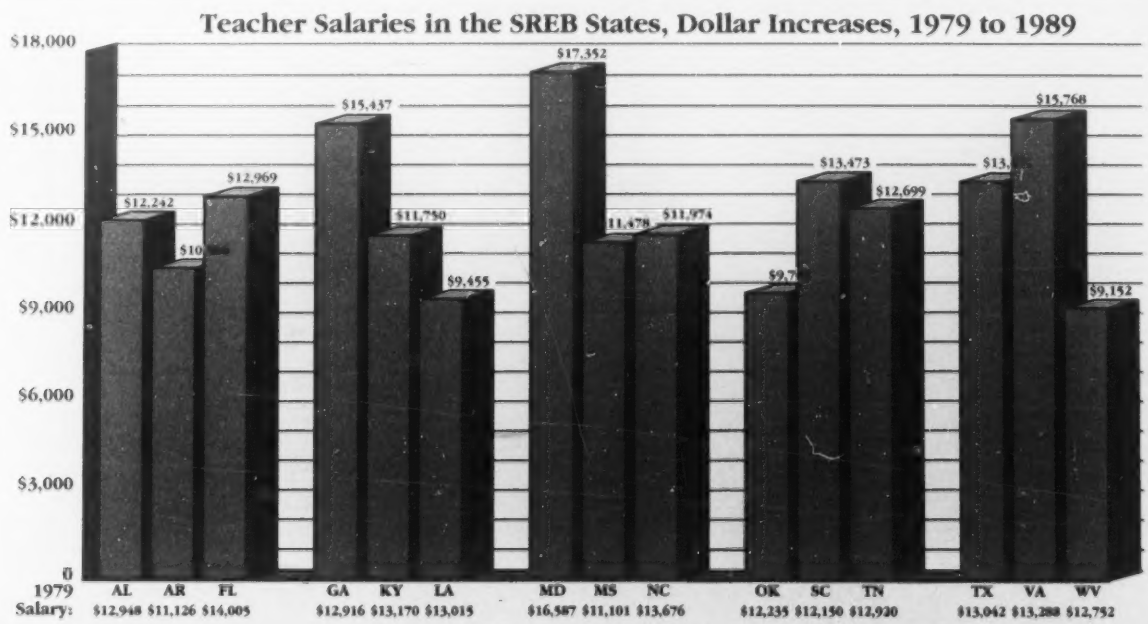
Table 1
ESTIMATED AVERAGE TEACHER SALARIES IN THE SREB STATES, 1988-89 ESTIMATED INCREASES FOR 1989-90

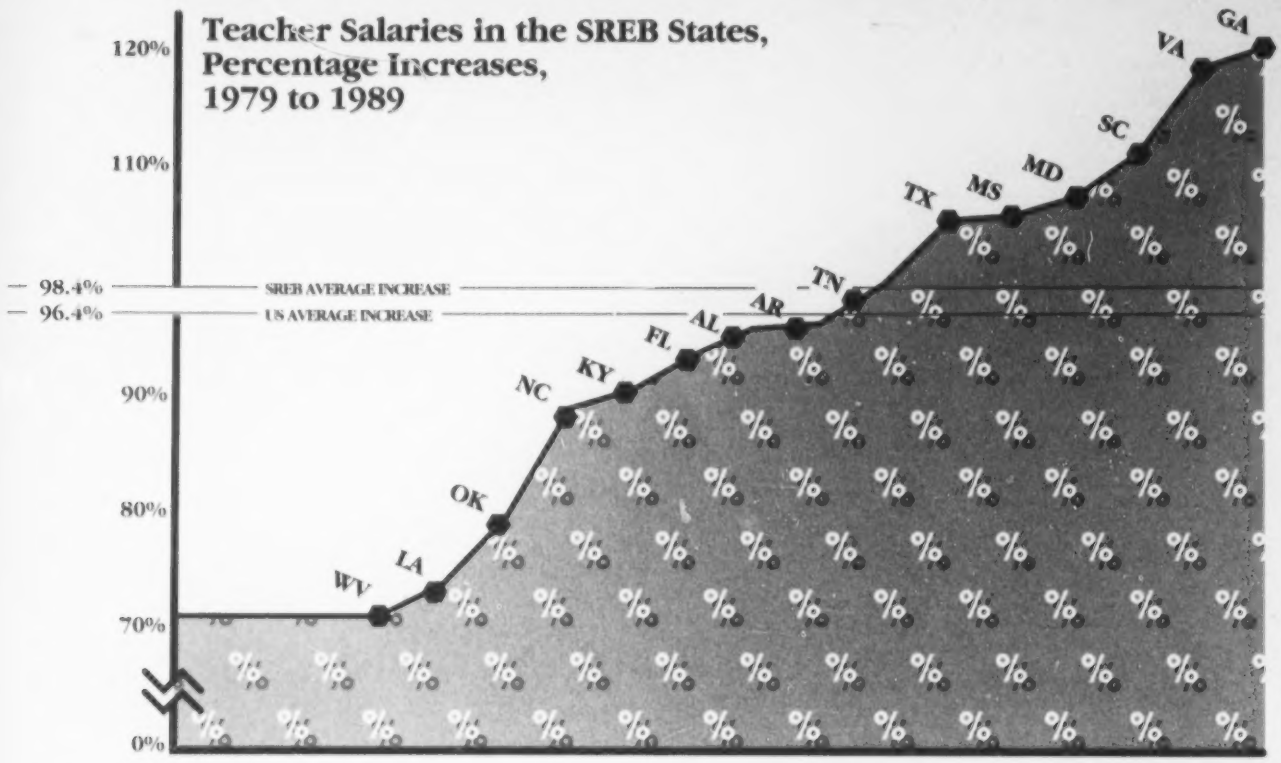
	Estimated Average Teacher Salary 1988-89	Percent Change 1979 to 1989	Percent Change 1988 to 1989	Estimated Average Percent Increase 1989 to 1990
United States	$29,567	96.4%	5.6%	5 to 6%
SREB States	26,172	98.4	5.7	5 to 6
SREB States as a Percent of U.S.	88.5%			
Alabama	25,190	94.5	8.0	0
Arkansas	21,692	95.0	6.6	2 to 3
Florida	26,974	92.6	7.0	6 to 7
Georgia	28,353	119.5	8.3	5
Kentucky	24,920	89.2	2.8	5
Louisiana	22,470	72.6	5.9	10
Maryland	33,939	104.6	9.7	4 Plus*
Mississippi	22,579	103.4	9.8	7
North Carolina	25,650	87.6	3.0	6
Oklahoma	22,000	79.8	1.7	NA+
South Carolina	25,623	110.9	5.0	5
Tennessee	25,619	98.3	7.7	5
Texas	26,513	103.3	3.7	NA
Virginia	29,056	118.7	6.9	7
West Virginia	21,904	71.8	0.8	5

* The legislature appropriated 4 percent across-the-board pay increases for state employees; district-bargained raises are likely to match or exceed this amount.

\+ The legislature mandated that 75 percent of new formula funds go toward teacher and school employee salaries.

SOURCES: National Education Association, "Estimates of School Statistics 1979-80" and "1988-89"; and state departments of education.





Ten-Year Increase More Than Doubles Salaries in Six SREB States

The regional average salary in 1988-89 was estimated to be $26,172. In the 10 years since 1979, this average increased by 98.4 percent, compared to the national increase of 96.4 percent. Average teacher salaries more than doubled in six SREB states (Georgia, Maryland, Mississippi, South Carolina, Texas, and Virginia) and one other state, Tennessee, exceeded the national average increase. Georgia had the greatest percentage increase, nearly 120 percent, and Maryland had the largest dollar increase, $17,352. (See Table 1 and Figures.)

One-Year Increases in Nine SREB States Exceed National Average

Between 1988 and 1989, the regional average salary was raised 5.7 percent, compared to the national increase of 5.6 percent. The rate of increase in nine SREB states (Alabama, Arkansas, Florida, Georgia, Louisiana, Maryland, Mississippi, Tennessee, and Virginia) exceeded the national average increase. Mississippi's 9.8 percent and

Table 2
PER CAPITA PERSONAL INCOME

	1980	1987
United States	$9,494	$15,481
SREB States	8,598	13,789
SREB States as a Percent of U.S.	91%	89%
Alabama	7,454	11,940
Arkansas	7,099	11,507
Florida	9,245	15,584
Georgia	8,041	14,300
Kentucky	7,644	12,059
Louisiana	8,404	11,473
Maryland	10,365	18,124
Mississippi	6,614	10,292
North Carolina	7,774	13,314
Oklahoma	9,029	12,551
South Carolina	7,389	12,004
Tennessee	7,689	12,880
Texas	9,439	13,866
Virginia	9,446	16,517
West Virginia	7,747	11,020

SOURCE: *SREB Fact Book on Higher Education 1986 and 1988.*

Table 3
ESTIMATED AVERAGE TEACHER SALARIES BY RANK AND PERCENT OF NATIONAL AND REGIONAL AVERAGES 1988-89

	Estimated Average Teacher Salary 1988-89	Percent of National Average	Percent of Regional Average
1 Maryland	$33,939	114.8%	129.7%
United States	29,567	100.0	113.0
2 Virginia	29,056	98.3	111.0
3 Georgia	28,353	95.9	108.3
4 Florida	26,974	91.2	103.1
5 Texas	26,513	89.7	101.3
SREB States	26,172	88.5	100.0
6 North Carolina	25,650	86.8	98.0
7 South Carolina	25,623	86.7	97.9
8 Tennessee	25,619	86.6	97.9
9 Alabama	25,190	85.2	96.2
10 Kentucky	24,920	84.3	95.2
11 Mississippi	22,579	76.4	86.3
12 Louisiana	22,470	76.0	85.9
13 Oklahoma	22,000	74.4	84.1
14 West Virginia	21,904	74.1	83.7
15 Arkansas	21,692	73.4	82.9

SOURCE: National Education Association, "Estimates of School Sta' 'cs 1988-89"; and state departments of education.

Maryland's 9.7 percent average increases were the largest in the region and ranked near the top nationally. (See Table 1.)

Gap Between SREB and National Salaries Closes Slightly

SREB states have made some progress in raising teacher salaries since 1979. The gap between the regional average salary and the national average has closed nearly one percent; the SREB average is now about 88.5 percent of the national average. This gain is more meaningful when contrasted with per capita personal income, where SREB states have lost ground—the regional per capita average went from 91 percent of the national average in 1980 to 89 percent in 1987. (See Table 2.)

Estimated Increases for 1989-90

Early estimates indicate that SREB states will spend more than $1 billion in new funds for 1989-90 teacher pay raises ranging from 2 percent to 10 percent. This should raise the regional average by at least 5 percent. The national average salary is estimated to increase by more than 5 percent, bringing it to about $31,200. (See Table 1.)

SREB State Salaries Remain Low

While progress has been made in raising teacher salaries, the average salary in all but one SREB state (Maryland) remains below the national average. Virginia, for the first time, may meet or exceed the national average in 1989-90 with its estimated increase of 7 percent. Georgia, too, could soon rise above the national average salary if its increases exceed the national rate by 2 percent or more in the next two years. (See Table 3.) Average salaries in 12 SREB states continue to rank in the bottom half of states nationally; 7 states are in the bottom quarter.

In constant dollars, where the effects of inflation are removed, average teacher salaries in the region have increased less than $1,800 since

1979—about $180 per year. In those states where current dollar salaries increased less than 75 percent in the last decade, teachers actually lost ground in purchasing power—in other words, their salaries buy less than they would have 10 years ago. (See Table 4).

Salary Policies Vary Among SREB States

Most SREB states have some type of state schedule that guides school districts in setting teacher salaries. Nine states (Georgia, Louisiana, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, and West Virginia) have state-adopted minimum salary schedules. Mandated minimum salaries for a beginning teacher with a bachelor's degree range from $13,525 in Louisiana to $19,140 in North Carolina. Arkansas does not have a state salary schedule, but recent legislation set a minimum of $16,000, effective in 1990-91. Kentucky's schedule has an average salary assigned by the legislature for each educational/experience level. The salaries of all teachers within a level must average at least the assigned figure; the minimum pay is 93 percent of the assigned average. Four states (Alabama, Florida, Maryland, and Virginia) have no state salary schedule or required minimum salary. (See Table 5.)

While all states have given teachers general salary increases, some have provided additional pay through career ladder or incentive programs for teachers who do a better job or take on extra duties. North Carolina's pilot Career Development Program, funded at $46.5 million in 1988-89, supplied supplemental pay to participat-

Table 4
AVERAGE TEACHER SALARIES IN CONSTANT DOLLARS, COMPARISON OF 1989 TO 1979

	Average Teacher Salary 1978-79	Purchasing Power of 1988-89 Salaries in 1979 Dollars	Increase/(Decrease) in Purchasing Power 1979 to 1989	Percent Change
United States	$15,057	$16,895	$1,838	12.2%
SREB States	13,194	14,955	1,761	13.3
SREB States as a Percent of U.S.	87.6%	88.5%		
Alabama	$12,948	14,394	1,446	11.2
Arkansas	11,126	12,395	1,269	11.4
Florida	14,005	15,413	1,408	10.1
Georgia	12,916	16,201	3,285	25.4
Kentucky	13,170	14,240	1,070	8.1
Louisiana	13,015	12,840	(175)	–1.3
Maryland	16,587	19,393	2,806	16.9
Mississippi	11,101	12,902	1,801	16.2
North Carolina	13,676	14,657	981	7.2
Oklahoma	12,235	12,571	336	2.7
South Carolina	12,150	14,641	2,491	20.5
Tennessee	12,920	14,639	1,719	13.3
Texas	13,042	15,150	2,108	16.2
Virginia	13,288	16,603	3,315	24.9
West Virginia	12,752	12,517	(235)	–1.8

SOURCES: National Education Association, "Estimates of School Statistics 1979-80"; and "1988-89"; and state departments of education.

Table 5
STATE SALARY SCHEDULES AND MINIMUM MANDATED SALARIES

	State Salary Schedule	State-Mandated Minimum Teacher Salary 1988-89	State-Mandated Minimum Teacher Salary 1989-90
Alabama	NO	NONE	NONE
Arkansas	NO	NONE	NONE*
Florida	NO	NONE	NONE
Georgia	YES	$17,820	$18,358
Kentucky	YES	15,271	16,033
Louisiana	YES	12,682	13,525
Maryland	NO	NONE	NONE
Mississippi	YES	17,875	17,875
North Carolina	YES	18,330	19,140
Oklahoma	YES	15,060	15,060
South Carolina	YES	17,170	18,029
Tennessee	YES	16,925	17,925
Texas	YES	15,200	17,000
Virginia	NO	NONE	NONE
West Virginia	YES	15,055	15,446**

*Legislation passed in 1989 sets the minimum salary at $16,000, effective 1990-91.

**Minimum increases to $16,109 after January 1, 1990.

SOURCE: State departments of education.

Table 6
ESTIMATED AVERAGE TEACHER SALARY AND ESTIMATED PUPIL/TEACHER RATIO BY RANK FOR 1988-89

Teacher Salaries 1988-89		Number of Pupils Per Teacher 1988-89	
1 Maryland	$33,939	1 West Virgina	15.3
2 Virginia	29,056	2 Arkansas	16.0
3 Georgia	28,353	3 Virginia	16.3
4 Florida	26,974	4 Oklahoma	17.0
5 Texas	26,513	5 Maryland	17.1
6 North Carolina	25,650	6 Texas	17.2
7 South Carolina	25,623	7 Florida	17.4
8 Tennessee	25,619	7 South Carolina	17.4
9 Alabama	25,190	9 North Carolina	17.7
10 Kentucky	24,920	10 Kentucky	18.0
11 Mississippi	22,579	11 Louisiana	18.2
12 Louisiana	22,470	12 Georgia	18.4
13 Oklahoma	22,000	13 Mississippi	18.5
14 West Virginia	21,904	14 Tennessee	18.6
15 Arkansas	21,692	15 Alabama	18.9

SOURCES: National Education Association, "Estimates of School Statistics 1988-89"; National Center for Education Statistics; "Early Estimates, Key Statistics for Public Elementary and Secondary Education: School Year 1988-89"; and state departments of education.

ing teachers in 16 districts. In South Carolina, the $21.5 million Teacher Incentive Program's supplements raised the state's average teacher salary by $438. Tennessee's $99 million Career Ladder Program provided salary supplements ranging from $1,000 to $7,000 to the 40,000 teachers, principals, and instructional staff participating in 1988-89. Teachers who took part in the Texas Career Ladder Program, funded at $70 per student, received supplements of $2,000 to $4,000 in 1988-89.

Indicators of Support for Education

Teacher salaries are an important indicator of a state's commitment to improving education; however, salaries alone do not represent the comprehensive picture. Policy decisions about class size and student/teacher ratios, administrative staffing, and consolidation can have a major bearing on teacher salary averages, as can other

budget requirements, such as enrollment changes, instructional materials, transportation, and construction.

It requires a concerted effort for states to increase teacher salaries substantially while simultaneously emphasizing other program improvements. For example, a state with 730,000 students (about the number in Alabama) and a ratio of 17.5 students per teacher (SREB average) would require about 2,500 additional teachers to reduce the ratio by one student. At the regional average salary of $26,172, this would cost about $65 million—in most states, this would be a large share of new dollars that might be available for education.

Among SREB states, Georgia was first in the percentage increase for teacher salaries in the past 10 years, but its teachers have more students on average when compared to most other SREB states. Arkansas, Oklahoma, and West Virginia have reduced or maintained low pupil/teacher ratios, but their teacher salaries are also among the lowest. Few states have mirrored what Maryland and Virginia have done, that is, to raise teacher salaries significantly while maintaining relatively low student/teacher ratios. (See Tables 6 and 7.)

Table 7
SELECTED INDICATORS

	Teacher Salary		Number of Pupils Per Teacher		Expenditure Per Pupil		State and Local Tax Revenue Per $1,000 Personal Income		State and Local Public School Revenue Per $1,000 Personal Income		Per Capita Personal Income	
	Estimated Average 1988-89	Rank	Estimated Average 1988-89	Rank	Estimated Average 1988-89	Rank	1986-87	Rank	1986-87	Rank	1988	Rank
United States	$29,567		17.5		$4,163		$107.52		$40.66		$16,489	
SREB States	26,172		17.5		3,398		96.10*		40.20*		14,722	
SREB States as a Percent of U.S.	88.5%		100%		81.6%		89.4%*		98.9%*		89.3%	
Alabama	$25,190	9	18.9	15	$3,183	10	$91.09	12	$35.55	13	$12,851	10
Arkansas	21,692	15	16.0	2	2,480	15	90.07	13	39.71	7	12,219	13
Florida	26,974	4	17.4	7	3,970	3	87.59	15	33.84	14	16,603	3
Georgia	28,353	3	18.4	12	3,858	4	95.92	9	38.72	10	15,260	4
Kentucky	24,920	10	18.0	10	2,807	13	100.37	6	39.65	8	12,822	11
Louisiana	22,470	12	18.2	11	3,216	9	106.96	2	41.44	4	12,292	12
Maryland	33,939	1	17.1	5	4,905	1	105.04	3	36.68	12	19,487	1
Mississippi	22,579	11	18.5	13	2,524	14	96.21	8	39.76	6	11,116	15
North Carolina	25,650	6	17.7	9	3,528	5	102.36	5	39.86	5	14,304	6
Oklahoma	22,000	13	17.0	4	3,043	11	97.07	7	38.78	9	13,323	8
South Carolina	25,623	7	17.4	8	3,391	7	102.71	4	45.11	3	12,926	9
Tennessee	25,619	8	18.6	14	2,818	12	89.74	14	33.26	15	13,873	7
Texas	26,513	5	17.2	6	3,417	6	95.85	10	49.04	2	14,586	5
Virginia	29,056	2	16.3	3	4,048	2	93.74	11	37.91	11	17,675	2
West Virginia	21,904	14	15.3	1	3,286	8	111.67	1	55.68	1	11,735	14

* Preliminary Estimates

SOURCES: National Education Association, "Estimates of School Statistics 1988-89"; National Center for Education Statistics, "Early Estimates, Key Statistics for Public Elementary and Secondary Education: School Year 1988-89"; U.S. Department of Commerce news release dated August 23, 1989, "Regional Per Capita Personal Income in 1988"; state departments of education; and unpublished data.

ALABAMA

The estimated average salary of Alabama's 38,100 teachers in 1988-89 ranked 9th in the region at $25,190, an increase of nearly 95 percent in 10 years. The state's average salary rose by 8.0 percent between 1988 and 1989, well above the national and regional average increases. In 1988-89 Alabama's teachers on average earned 85 percent of the national average teacher salary and 96 percent of the regional average. There is no state-mandated minimum teacher salary and no state salary schedule. No state funds were appropriated for general salary increases in 1989-90.

ARKANSAS

In 1988-89, Arkansas' estimated average teacher salary was $21,692, 95 percent more than the $11,126 paid in 1979. The state's 25,500 teachers received average increases of 6.6 percent between 1988 and 1989. On average, the state's teachers earned 83 percent of the regional average salary and 73 percent of the national average. It is anticipated that teachers will earn on average $500 to $600 more in 1989-90, an increase of about 2 to 3 percent. While Arkansas currently does not have a state-mandated minimum teacher salary, legislation passed during the 1989 session established a $16,000 minimum, effective in 1990-91. A schedule of salary "steps" was discussed during the 1989 session, but no state salary schedule was adopted.

FLORIDA

The average teacher salary in Florida increased by 93 percent between 1979 and 1989, from $14,005 to $26,974. The average increase of 7.0 percent between 1988 and 1989 for the state's 100,300 teachers was above both the regional and national average increases. Ranking 4th in the region in 1988-89, Florida's teachers earned 103 percent of the regional average and 91 percent of the national average teacher salary. It is anticipated that the average salary will increase by 6 to 7 percent in 1989-90. Florida does not have a required minimum salary nor does it have a state salary schedule.

GEORGIA

Georgia's 120 percent boost in average teacher salaries since 1979, the greatest increase in the region, brought its ranking from 10th to 3rd among SREB states. It is estimated that Georgia's 60,400 teachers earned $28,353 on average in 1988-89, 8.3 percent more than the estimated $26,190 in 1987-88. The state's average salary was 108 percent of the regional average and 96 percent of the national figure. Georgia's state minimum salary schedule required teachers to be paid at least $17,820 in 1988-89. That minimum increased to $18,358 in 1989-90. Georgia's teachers can expect average salary increases of 5 percent in 1989-90.

KENTUCKY

Kentucky's 35,700 teachers earned an average of $24,920 in 1988-89, a 10-year increase of 89 percent. Ranked 10th in the region, the state's average salary was 95 percent of the regional average and 84 percent of the average nationally. Kentucky's average salary increased by 2.8 percent between 1988 and 1989; it is expected that salaries will increase by an average of 5 percent in 1989-90. The state's salary schedule, included in the legislature's budget bill, groups teachers into levels according to degrees earned and years of experience. An average salary figure is assigned to each level—the beginning salary in each level is 93 percent of the assigned average and the salaries of all teachers within a level must average at least the assigned salary figure. A beginning teacher with a bachelor's degree earned at least $15,271 in 1988-89 and will make $16,033 in 1989-90.

LOUISIANA

In 1988, Louisiana adopted a plan to increase teacher salaries to the regional average and phase in expanded pay steps for experience from 10 years to 25 years by 1990-91. The 1988-89 average salary of $22,470 reflects an increase of 5.9 percent in the first year of the plan. The state's 1988-89 average salary was 86 percent of the regional average and 76 percent of the national average. Since 1978-79,

Louisiana's salaries have increased by 73 percent. In 1989-90 teachers will receive across-the-board pay increases of 7 percent; the increase in the average salary is estimated to be 10 percent due to the phase-in of "longevity steps" through 20 years. The state's minimum salary schedule set the pay for a beginning teacher with a bachelor's degree at $12,682 in 1988-89 and at $13,525 in 1989-90.

MARYLAND

Maryland is the only state in the region in which the average salary for teachers exceeds the national average. Pay for the state's 40,600 teachers averaged $33,939 in 1988-89; that was 130 percent of the average regionally and 115 percent of the national average. Maryland's average salary increased by 9.7 percent between 1988 and 1989 and more than doubled since 1979. The state had the largest dollar increase regionally in 10 years, raising its average by $17,352. There is no state salary schedule or specified minimum. The legislature approved 4 percent state employee pay increases for 1989-90; district-bargained raises are likely to exceed that amount.

MISSISSIPPI

The $22,579 average salary for Mississippi's 27,500 teachers reflects an increase of 9.8 percent between 1988 and 1989, the largest percentage increase in the region, as the first part of a two-year plan to raise the average salary by $3,800. The second year of the plan should raise salaries by about 7 percent. The 1988-89 average salary has more than doubled since 1979; it was 86 percent of the regional average and 76 percent of the national average. The state salary schedule requires that teachers be paid a minimum of $17,875.

NORTH CAROLINA

Ranked 6th in the region, North Carolina's 1988-89 estimated average salary of $25,650 increased 3.0 percent between 1988 and 1989 and nearly 88 percent in the last 10 years. The state's average salary was 98 percent of the regional average in 1988-89 and nearly 87 percent of the national average. It is estimated that the 61,800 teachers will receive average raises of 6 percent in 1989-90. The state salary schedule required teachers to be paid at least $18,330 in 1988-89 and $19,140 in 1989-90. North Carolina's pilot Career Development Program, funded at $46.5 million in 1988-89, provided supplemental pay to participating teachers in 16 districts; funding for 1989-90 is at about the same level.

OKLAHOMA

In 1988-89, the salary of Oklahoma's 34,400 teachers averaged $22,000, almost 80 percent higher than the 1979 average of $12,235. While teachers saw little increase between 1988 and 1989, the legislature has required that 75 percent of new formula funds go toward teacher and school employee salaries in 1989-90. In 1988-89, Oklahoma's average salary was 84 percent of the regional average and 74 percent of the national average. The state's minimum salary schedule requires teachers to be paid at least $15,060.

SOUTH CAROLINA

South Carolina's 34,900 teachers on average earned $25,623 in 1988-89, ranking 7th in the region. Average salaries have been raised by nearly 111 percent since 1979. Annual increases are tied to a law requiring that the average teacher salary be maintained at the Southeastern average. (South Carolina includes all SREB states except Maryland, Oklahoma, and Texas in their Southeastern average calculation.) Salaries increased by 5.0 percent between 1988 and 1989; teachers are expected to receive raises averaging 5 percent in 1989-90. South Carolina's minimum salary schedule is adjusted annually. The minimum required salary in 1988-89 was $17,170 and is $18,029 in 1989-90. In 1988-89, the state's average teacher salary was 98 percent of the SREB average and 87 percent of the national average. In 1988-89, $21.5 million was appropriated for the Teacher Incentive Program; supplements paid to participating teachers raised the state's average teacher salary by $438.

TENNESSEE

In 1988-89 Tennessee ranked 8th in the region with an estimated average teacher salary of $25,619. The average salary increased by 7.7 percent between 1988 and 1989, nearly doubled in the last 10 years, and is estimated to increase by about 5 percent in 1989-90. The mandated minimum teacher salary will increase by $1,000 to $17,925 in 1989-90—the state salary schedule supplies $16,840 of that minimum. In 1988-89, Tennessee's 43,300 teachers on average earned 98 percent of the average salary regionally and 87 percent of the national average. The $99 million Career Ladder Program provided pay supplements ranging from $1,000 to $7,000 to the 40,000 teachers, principals, and instructional staff participating in 1988-89; $6 million was added to the program in 1989-90.

TEXAS

Texas ranked 5th in the region with its $26,513 average teacher salary in 1988-89—101 percent of the regional average salary and 90 percent of the national average. While the average salary increased by 3.7 percent between 1988 and 1989, it has more than doubled since 1979. Texas has the greatest number of teachers in the region, estimated at more than 191,700. The state has a minimum salary schedule that required teachers to be paid at least $15,200 in 1988-89; that minimum increased to $17,000 for the 1989-90 school year. Teachers who took part in the Career Ladder Program, funded at $70 per student, received supplements of $2,000 to $4,000 in 1988-89; funding was increased to $90 per student for 1989-90.

VIRGINIA

Ranked 2nd in the region, Virginia's $29,056 average salary was just below the national average and was 111 percent of the SREB average in 1988-89. With an estimated salary increase of 7 percent in 1989-90 for the state's 61,500 teachers, Virginia for the first time may exceed the national average salary. The state had the region's second largest dollar increase and the second greatest percentage increase in salaries since 1979, boosting its average by $15,768, nearly 119 percent. The average salary increased by 6.9 percent between 1988 and 1989. There is no state salary schedule nor is there a required minimum teacher salary.

WEST VIRGINIA

Average teacher salaries in West Virginia have increased by 72 percent in 10 years, from $12,752 in 1979 to $21,904 in 1989. The legislature authorized a 5 percent increase for 1989-90, effective in January 1990. The state's salary schedule required teachers to be paid at least $15,055 in 1988-89 and $15,446 during the first half of the 1989-90 school year; effective in January 1990, the minimum will increase to $16,109. In 1988-89, the average salary of West Virginia's 22,000 teachers was 84 percent of the average regionally and 74 percent of the national average salary.